



Entry Level Applicants must apply at [Public Safety Testing](#) and meet all qualification requirements listed.

Minimum qualifications for police officer applicants are:

- 21 years of age at time of application
- high school diploma or GED
- U.S. citizenship
- Possession of or ability to obtain a Washington State driver's license.

Entry level officers, as a condition of employment, must be able to pass the Washington State Criminal Justice Training Commission's Basic Law Enforcement Academy and the Department's Field Training Program. New hires are on probation for a period of 12 months, following certification by the Washington State Criminal Justice Training Commission, per [Civil Service Commission Rules](#).

Salary Information

Entry level salary: \$4,664/mo.; \$4,897/mo. after completion of academy. Top step: \$6,379/mo, not including incentives. Des Moines also offers a master officer program where officers can progress to a top step of \$7,761/mo.

Benefit Information

Officers are covered by a current 2012 collective bargaining agreement through the Des Moines Police Guild. The City provides an excellent benefit program. In lieu of Social Security all employees are covered under a qualified 401 retirement plan matched by the city at 6.52 percent of an employee's base pay administered by ICMA-RC.